

FIG. 1

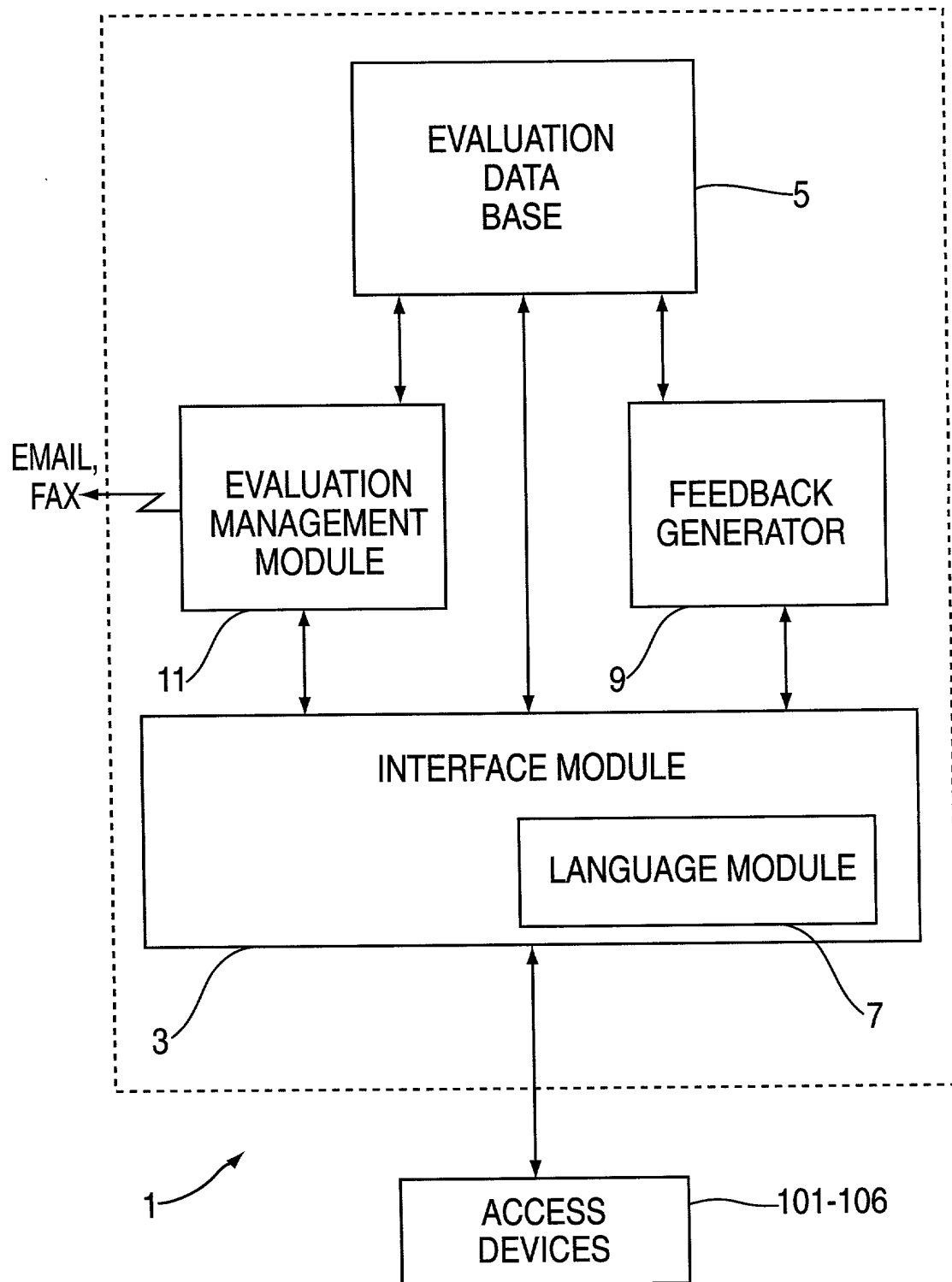


FIG. 2

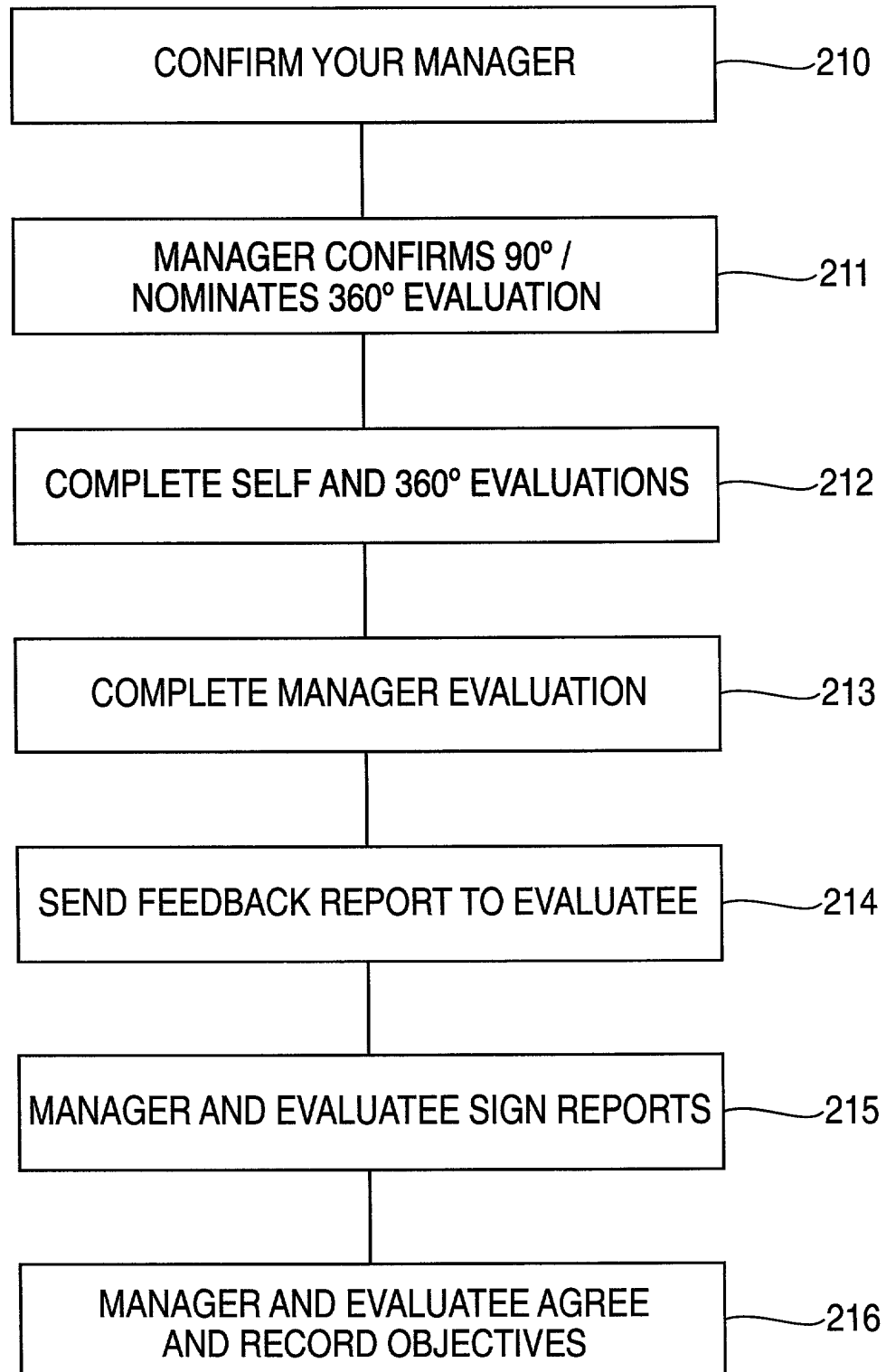


FIG. 3

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http://192.168.168.12:83/ing/data.nsf/main?opennavigator&mgn=3840.38-Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Search History W I

Address http://192.168.168.12:83/ing/data.nsf/main?opennavigator&mgn=3840.38

330



to do

track progress

done

languages

change password

views on c360

331

People Focus 311

Effective teamwork

leadership and drive

332

Results Focus 312

Generating or saving

money through operational

efficiency and innovation

Values Focus 313

The principals we apply

when carrying out our work

Functional/Technical Focus

Technical achievements

and expertise specific to

function

< self evaluation >

360

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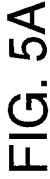
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FIG. 4



http://192.168.13.ubs/data.nsf/main?opennavigator&language=default-Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Search History W

Address http://192.168.13.ubs/data.nsf/main?opennavigator&language=default

http://192.168.13.ubs/workflow.nsf/MAINMEFDetailFrameset-Microsoft Internet Explorer

Submittal Hide 90°/360° Print

Customer Focus People Focus Results Focus Functional/Technical Focus

Customer Focus

Customer Focus

Managing Customer Relationships

Building trust and mutual respect with customers. Understanding and anticipating their needs, in order to achieve outcomes which benefit both the customer and the Company.

Rating ☐ A ☒ B ☐ C ☐ D ☐ E ☐ F

Influencing Others

364

Building and using networks of key influencers, both internal and external as appropriate to achieve business results. Directly influencing other's thinking or actions.

Rating ☐ A ☒ B ☐ C ☐ D ☐ E ☐ F

Strategic Perspective

Being committed to the Company's business strategy and relating it to one's own function and role. Contributing where appropriate to strategy formulation.

Rating ☐ A ☒ B ☐ C ☐ D ☐ E ☐ F

Cross Company Co-operation

Collaborating effectively across products, teams and business areas. Identifying and exploiting opportunities to work co-operatively within the Company.

Rating ☐ A ☒ B ☐ C ☐ D ☐ E ☐ F

People Focus

Drive and Confidence

Demonstrating energy and self-confidence, consistently striving for excellence and overcoming barriers.

Rating ☐ A ☒ B ☐ C ☐ D ☐ E ☐ F

Evaluators detail ratings

1 2 3 4 5 6 7 8 9 10 11 12

Evtee 1 2 3 4 5 6 7 8 9 10 11 12

• Ratings made by evaluators

Detail ratings

Competency Ratings

Customer Relationships B

Others B

erspective B

pany Co-operation B

ide by evaluators

Detail ratings

Confidence B

Team B

g Diversity B

ng B

ide by evaluators

Detail ratings

and Change B

Use of Resources B

Managing Risks B

iving B

Evtee: Elizabeth Bryant

2

Internet

Start Liz Bryant... Multilingual... E360 Possi... http://192.168.13.ubs/data.nsf/main?opennavigator&language=default http://192.168.13.ubs/workflow.nsf/MAINMEFDetailFrameset-Microsoft Internet Explorer 12:02

FIG. 5B

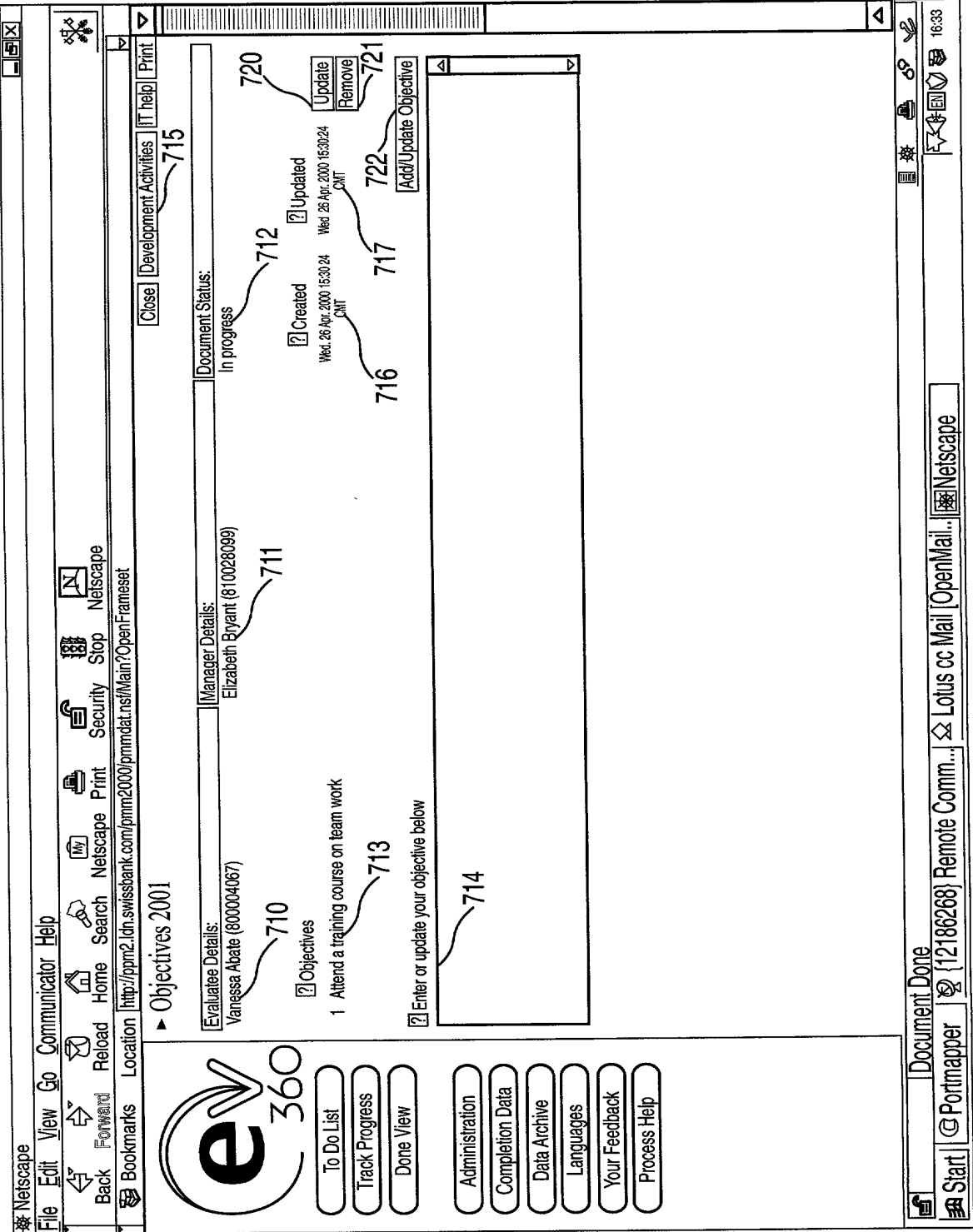


FIG. 6

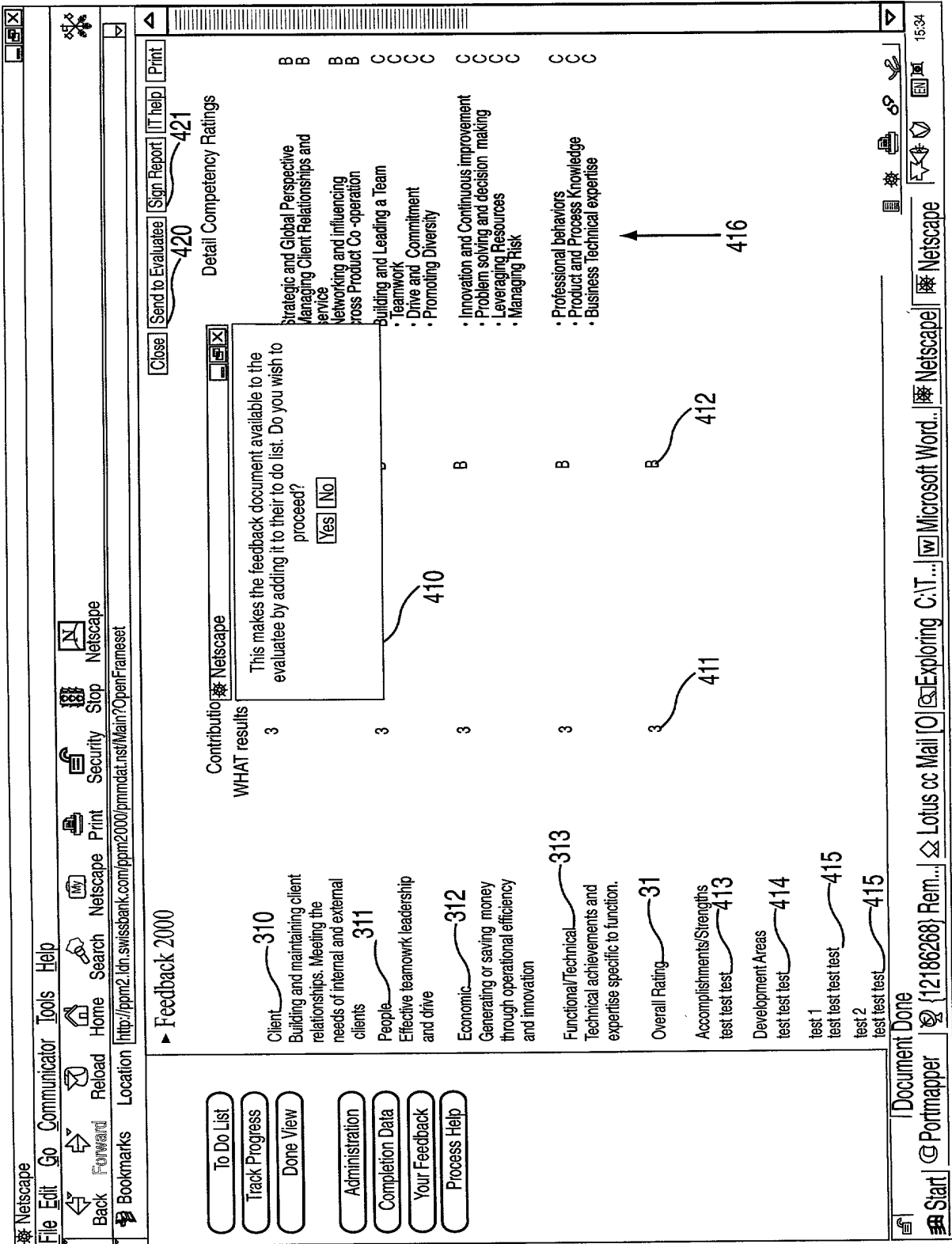


FIG. 7

800

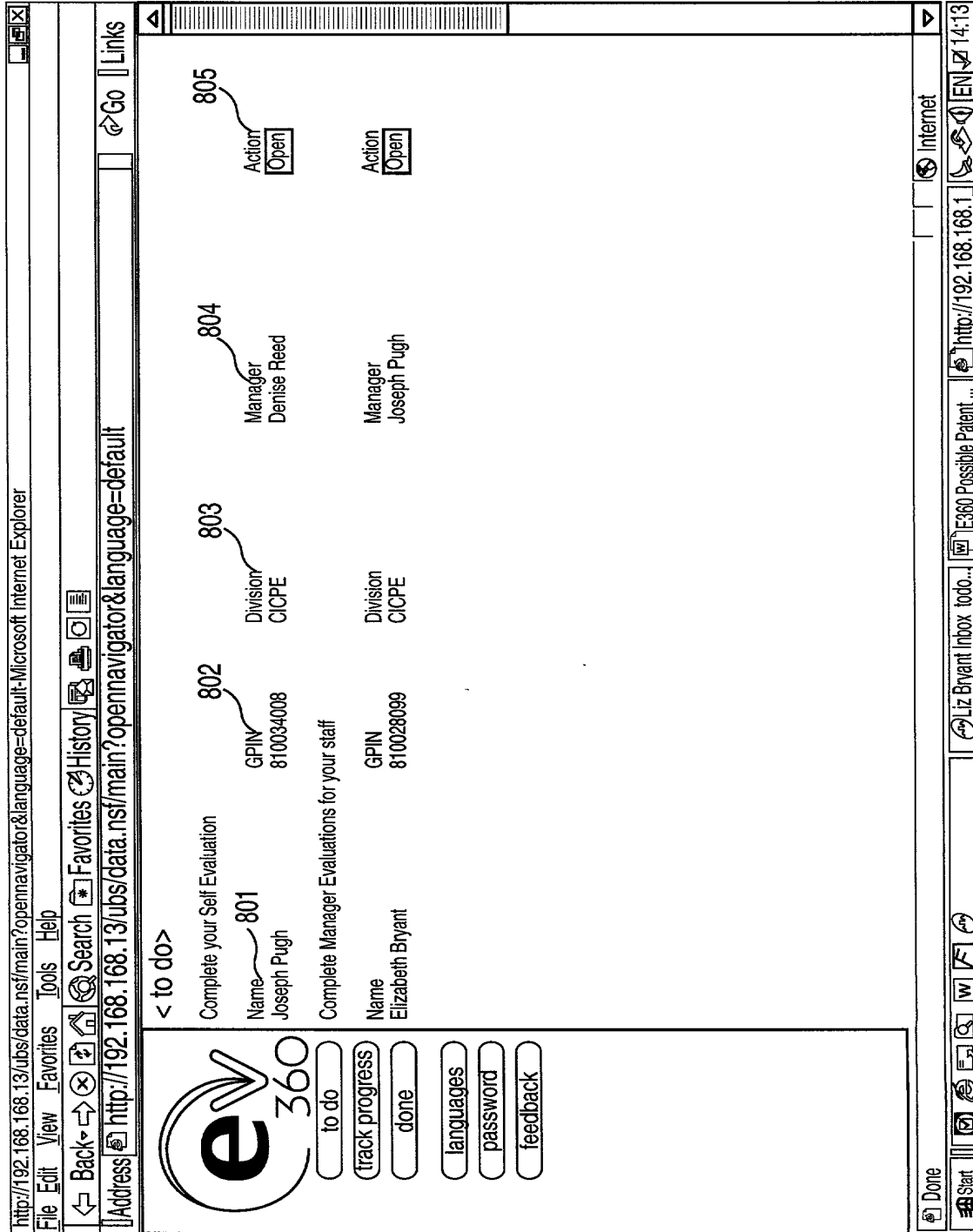


FIG. 8

900

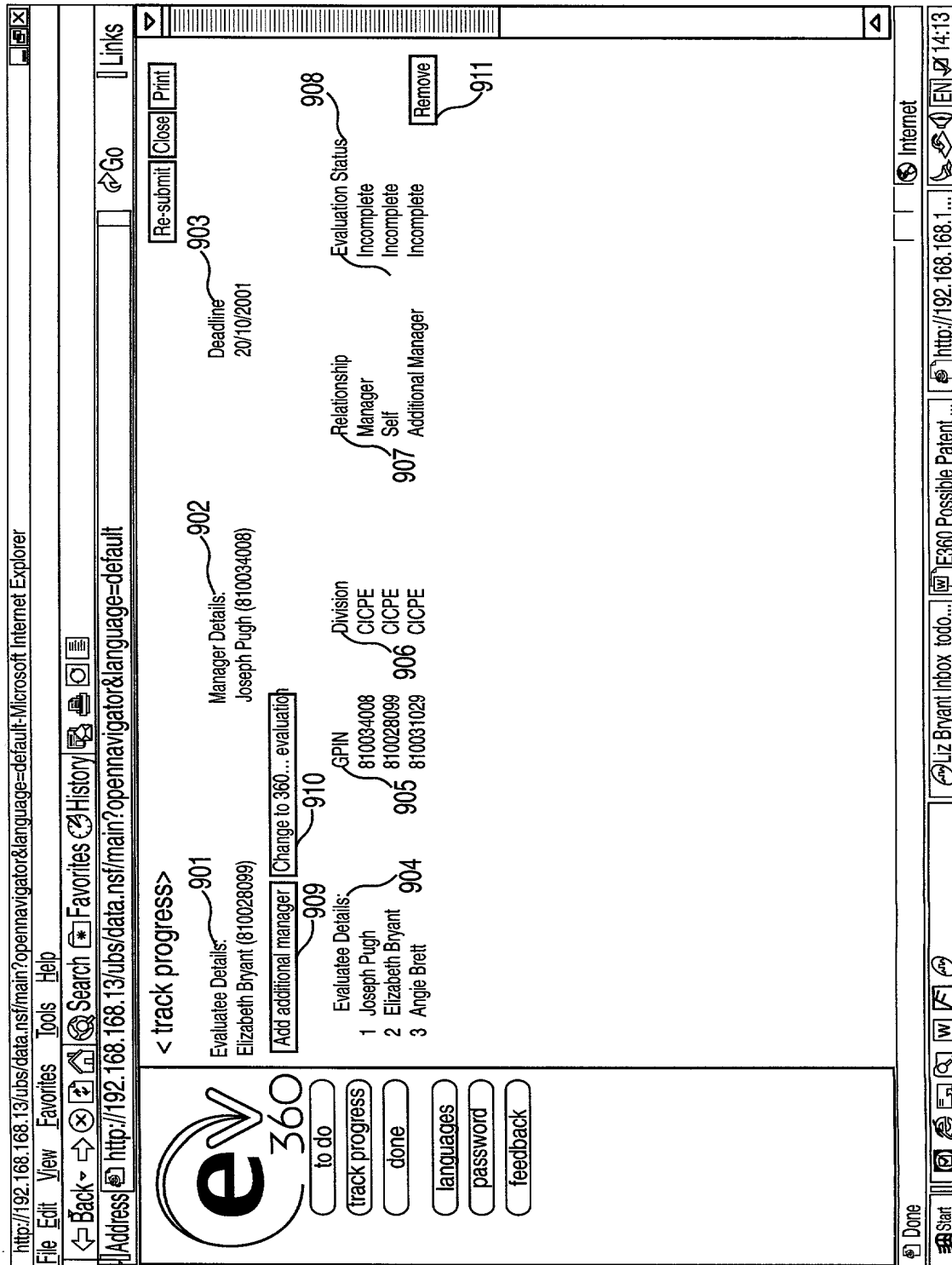


FIG. 9

FIG. 10

1101

12/15

Evaluatee Details:

Claire Weller (810027129)

Manager Details:

John Davies (810030647)

Deadline

25/11/2001

Previous evaluations

Objectives

310

[?] Contribution

WHAT results were acheived

[?] Competency

HOW results were acheived

Detail
Competency
Rating

Customer Focus
Building and maintaining
client relationships.
Meeting the needs of
internal and external clients

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☐ A ☐ B ☐ C ☐ D ☐ E ☐ x

- Managing Customer Relations
- Influencing Others
- Strategic Perspective
- Cross Company Co-operator

People Focus
Effective teamwork
leadership and drive

☐ 1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐ x

☒ A ☐ B ☐ C ☐ D ☐ E ☐ x

- Drive and Confidence
- Leading a Team
- Encouraging Diversity
- Teamworking

Results Focus
Generating or saving
money through operational
efficiency and innovation

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☐ A ☒ B ☐ C ☐ D ☐ E ☐ x

- Innovation and Change
- Optimising Use of Resources
- Taking and Managing Risks
- Problem Solving

Functional/Technical Focus
Technical achievements
and expertise specific to
function

☐ 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☒ A ☐ B ☐ C ☐ D ☐ E ☐ x

- Professional Standards
- Product and Process Knowledge
- Technical Skills

Overall rating

☐ 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☐ A ☒ B ☐ C ☐ D ☐ E ☐ x

413

Accomplishments/Strengths

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop
Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos paises y culturas.

Da una respuesta muy rapida a las preguntas del cliente.

Toma en consideracion las opiniones de los demas.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

414

Development Areas

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en si para sugerir sus ideas propias. Necesita entrenamiento en la presentacion de ideas.

FIG. 11A

evaluacion del genrente

1102

13/15

Cerrar Guardar Presen

<Detalles del evaluado>

Claire Weller (810027129)

Detalles del generente:

John Davies (810030647)

Fecha de entrega:

25/11/2001

aluaciones pasadas

Objetivos

310'

Contribución
QUE resultados
estaban alcanzados

Competencia
COMO se alcanzo a
los resultados

Valoraciones de
competencia

Valoraciones

fogue en los clientes
onstruir y mantener
laciones con clientes.
Responder a las
ecesidades de clientes
ternales y externas.

☐ 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☐ A ☐ B ☒ C ☐ D ☐ E ☐ x

- Administrar relacionnes
conclientes
- Influir los demás
- Perspectiva etatégica
- Cooperación dentro de la em

Valoraciones

foque humano
Trabajo de equipo.
derazgo y empuje
fectivo.

☐ 1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐ x

☒ A ☐ B ☐ C ☐ D ☐ E ☐ x

- Empuje y confianza.
- Dirigencia de un equipo.
- Apoyar la diversidad
- Trabajar en equipos.

Valoraciones

nfoque en los resultados
enerar o ahorrar dinero
or operaciones efiaes y
innovadores

☐ 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☐ A ☒ B ☐ C ☐ D ☐ E ☐ x

- Innovación y cambio
- Optimar el empleo de recurs
- Tomar y administrar riesgos
- Resolución de problemas

Valoraciones

nfoque funcional/ecnnical
ogros técnicos y
especialización específico
la función

☐ 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☒ A ☐ B ☐ C ☐ D ☐ E ☐ x

- Normas profesionales
- Conocimento del producto y
proceso
- Capacidades tecnicales

Valoración global

☐ 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5 ☐ x

☐ A ☒ B ☐ C ☐ D ☐ E ☐ x

413'

Logros/Fuerzas

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop
Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos paises y culturas.

Da una respuesta muy rapida a las preguntas del cliente.

Toma en consideracion las opiniones de los demas.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

414'

Terreno de desarrollo

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en si para sugerir sus ideas propias. Necesita entrenamiento en la presentacion de ideas.

FIG. 11B

1200

ev 360

< vendor evaluation >

Vendor Details: BDE Technology (2006)

VRM Details: Claire Reed (20001)

Deadline: 30/03/2001

Product Specifications | Service Level Agreements

Close Save Submit Print

1201 Importance: Value of this performance area

1202 Performance: What results were achieved

1203 Detail Performance Ratings

1204 Commercial Considerations: Please complete detail ratings for this criteria

1205 Support and After Sales: Please complete detail ratings for this criteria

1206 Functionality and Performance: Please complete detail ratings for this criteria

1207 Technical: Please complete detail ratings for this criteria

1208 Overall rating

1209 Action Plan

1210 Future Strategy

1211

Rating scales: ☐ 1 ☐ 2 ☐ 3 ☐ x

Options: ☐ Excellent ☐ Satisfactory ☐ Poor ☐ Unsatisfactory ☐ x

Detail Ratings: Excellent, Excellent, Poor

FIG. 12

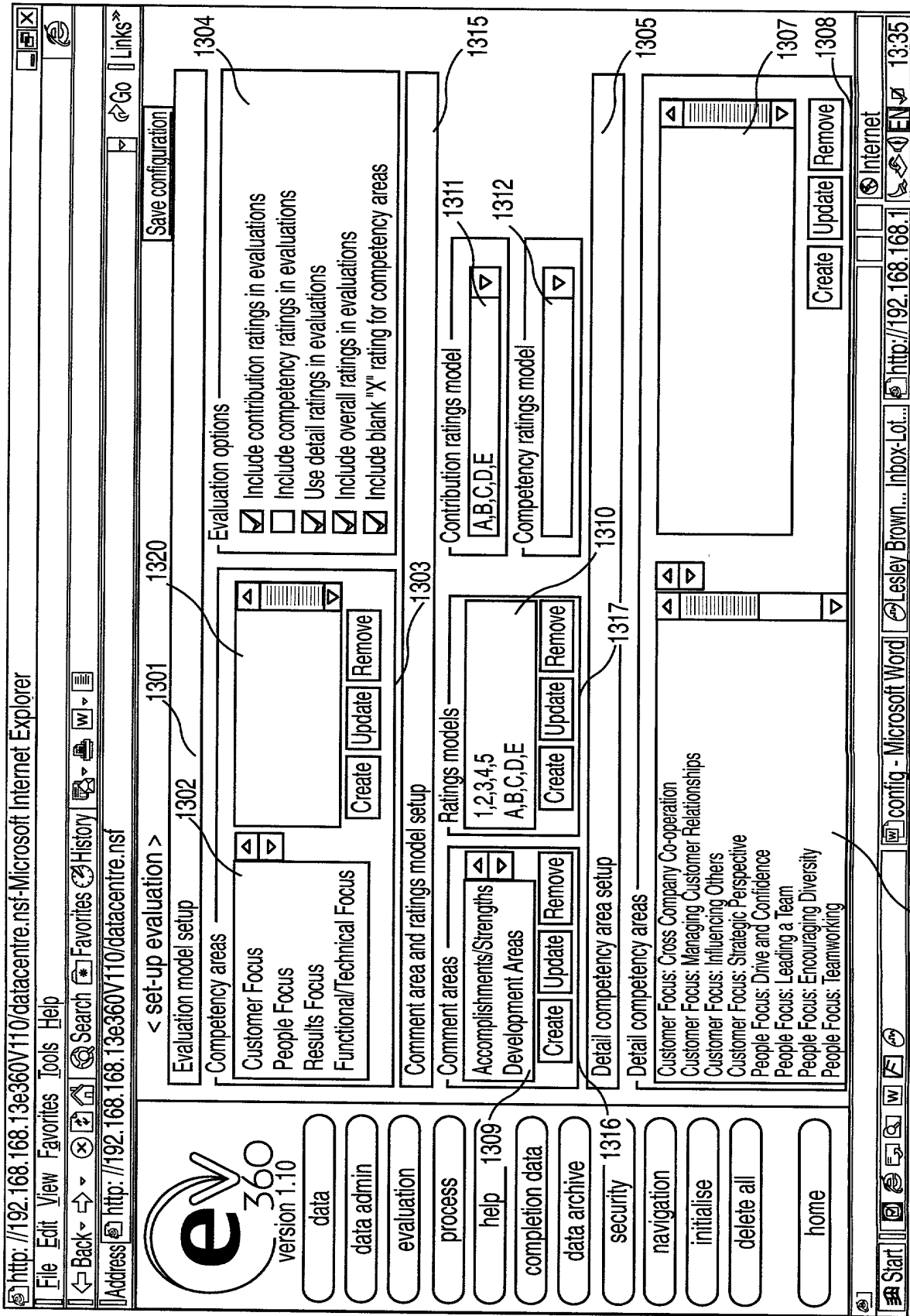


FIG. 13